

2011-2012 ANNUAL EEO PUBLIC FILE REPORT

"SAN BERNARDINO COMMUNITY COLLEGE DISTRICT"

Station: KVCR-DT San Bernardino, CA

Reporting Period: August 1, 2011 – July 31, 2012

No. of Full-time Employees: Greater than 10

During the reporting period, there were three posted positions. The information required by FCC Rule 73.2080(c)(6) is provided in the information that follows.

INITIATIVES

The employment unit engaged in the following broad outreach initiatives in accordance with various elements of FCC Rule 73.2080(c)(2):

Participation on an educational advisory panel.

A KVCR manager served on an industry advisory panel of a local school district to assist educators in identifying career opportunities and the required skills of broadcast jobs.

Participated in scholarship programs designed to assist students interested in pursuing a broadcasting career.

KVCR, in collaboration with its community college, provides a Television Production Certificate Program Scholarship. It is designed for students who demonstrate potential for a career in public service broadcasting.

Listed each upper-level category opening in a job bank or newsletter of media trade groups whose membership includes substantial participation of women and minorities.

Current newspaper (published by the Current Publishing Committee, administered by Educational Broadcasting Corporation), and the Corporation for Public Broadcasting's online Jobline. Engineering jobs posted on sbe.org.

Provided training to management level personnel on methods of ensuring equal employment opportunity and prevent discrimination.

KVCR management attended annual training in ensuring prevention of discrimination and EEO compliance.

Intern Programs

In collaboration with its educational licensee, academically accomplished media studies students are afforded unpaid broadcast production internships. Students who demonstrate talent and commitment to working in the media arts are hired as student workers. Staff members who are integral to the hiring process periodically serve as guest lecturers and advisors, counseling students interested in pursuing a broadcasting career.

Participation in at least four events or programs sponsored by educational institutions relating to career opportunities in broadcasting.

KVCR hosted a career awareness day for a local high school where students interested in media careers could see and discuss with employees careers in broadcasting.

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I. VACANCY LIST

See **Master Recruitment Source List (MSRL)** for recruitment source data

POSITION	HIRE DATE	GENDER	HISPANIC/LATINO	AMERICAN INDIAN OR ALASKA NATIVE	ASIAN	BLACK OR AFRICAN AMERICAN	NATIVE HAWAIIAN OR OTHER PACIFIC ISLANDER	WHITE	TWO OR MORE RACES	NOT DISCLOSED
Chief Engineer	12- 19- 2011	MALE	NO					X		
Program Manager, KVCR Radio	10- 21- 2011	MALE	NO							X
Senior Producer, Radio	02-6- 2012	MALE	NO					X		

II. MASTER RECRUITMENT SOURCE LIST (MRSL)

RS Number	RS Information Name, Address, Telephone and Contact person	Source Requested Notification of Vacancies
1	Corporation for Public Broadcasting – Online Jobs 401 Ninth St. NW Washington, DC 20004	No
2	San Bernardino Community College District sbccdjobs.com 114 S. Del Rosa Dr. San Bernardino, CA 92408 Cheryl Burge	Yes
3	Southern California Broadcasters Association scba.com 1849 Sawtelle Blvd., Ste. 543 Los Angeles, CA 90025 310-444-1431 LaFern Cusack	No